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TITLE OF THE PROPOSED THESIS

IMPACT OF REMOTE WORKING ON WORK LIFE BALANCE OF EMPLOYEES- A STUDY OF SELECTED INFORMATION TECHNOLOGY COMPANIES IN BANGALURU CITY

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INTRODUCTION

In 1974 the Information Technology had laid down the footsteps in Indian soil by the company called **Burroughs**. The Company Burroughs asked with the industrial giant Tata Consultancy Services to produce the software programmers and to sale the software and install for the systems for American Companies. This is how the IT industry has laid down its footsteps in Indian soil, later with slow growth of infrastructure over the years and with the advancement of technology in all the sector's has bought enormous changes in all the field of IT. Especially in the field of information technology with the wide range of development that took place during the period of 2001 & 2002 in Bangalore as base, After the entry of the IT sectors footsteps and made Bangalore as hub of IT sectors. After the success in Bangalore slowly it started expand its units in other states like Hyderabad, Mumbai, Kolkata as major expanded cities. Now a day many of the companies have emerged as startups scheme, many IT companies had existed and operating it globally.

With the establishment of IT Sector with the huge growth slowly the Job market has raised and wide range of opportunity gates too opened for job seekers, as by the progress job disciplines and with increasing job markets in IT sector, it had introduced one more concept in the working culture called Remote Working or Freelance or Work from home. With concern to the increasing economical growth over the decades in India the individuals also developed and maintained to start the prestige factor of the family slowly started moved to buy the vehicles for himself and for his dependents, gradually it had lead to increase vehicles on road which made many workers to move to his job place from his residence very hard. Slowly the IT sector introduced with concept of Remote Working, where they can work where ever they are.

Remote Working concept helped many IT employees to work from home and also helped to manage their personal life. Remote Working or Freelance Working or Work from home is a working style that allows professionals to work outside of traditional office environment. It is based on the concept that work does not need to done in one specific place or to be executed successfully. Now in the IT sector it is concerned to be

on the boom side, also promote people to take work from home as compulsion as term of CSR towards employees.

Remote Working may be permanent or may be temporary agreement between employee and employer or with managing staff to work from non office location. It basically go by the various levels they work as by designated positions, like for certain positions or levels they offer one day or three days in week, it was in the early stage when concept has emerged but now certain designated positions will get completely the option of work from home.

From the side of companies it has observed that many companies gives many a option to work from home as with concept that it also reduces the cost to company with regard to infrastructure is concerned.

Remote Working instead of commuting to an office each day to work from a designated desk, remote employees can execute their projects and surpass their goals wherever they please. People have the flexibility to design their days so that their professional and personal lives can be experienced to their fullest potential and coexist peacefully. There are many ways in which people can work remotely. That is the reason where many enjoy to opt for remote work - people can choose to work in a way that makes the most joyful or sense for their lives.

For some people have the opportunity to work remotely for the majority of the working week, but have to move to in-person meetings at the office one day a week. On certain day, these remote employees work from their home offices or nearby cafés and can work from their company's office when it's necessary.

Many rely on co-working spaces were co-working as a part of Remote Working or Freelance or Work from home to be the spots where they can get the job done. Co-working spaces also act as hubs of productivity, community, and technology, offering great network connectivity and opportunities to meet others who work in a multitude of industries. They can be utilized by people with full-time jobs, freelance careers and even entrepreneurs who want to rent out an office space for themselves or their small staff. You might even say that co-working spaces are a halfway point between a traditional

office and a nontraditional workspace, giving you the comfort of working from home and combining it with the professional amenities and networking opportunities that you'd find in a corporate environment. Whether remote employees choose to take advantage of a co-working space in their home city, or obtain a membership with a co-working collective that has locations around the world, they reap the benefits of having location flexibility.

REVIEW OF LITERATURE

National Articles

Article by the authors Bharathi Ravindran and Rupashree Baral, in the paper titled Factors Affecting the Work Attitudes of Indian Re-entry Women in the IT Sector 2014, they stated that participation of women has increasing in all sectors of the labour market. The career path of Indian women is not a continuous one. Despite the overflowing career prospects, women continue to quit their jobs. Some re-enter after taking a break, while others are forever lost to the labour markets. Those women, who re-enter the workforce find difficulty in gaining back their career momentum because of the demands they face at work and home. Organizations are increasingly valuing these re-entry women's talent and are therefore taking initiatives to bring them back to workforce and retain them by providing several workplace support systems such as flexible timings and work-from-home options.

Article by the authors Dharma Raju Bathini and George Mathew Kandathil in this paper titled An Orchestrated Negotiated Exchange: Trading Home-Based Telework for Intensified Work, India (2017), they stated that a term flexible work arrangemen, home-based telework, in the Indian IT industry, shows how IT managers used the dominant meanings of telework to portray telework as an employee benefit that outweighed the attendant cost—intensified work. Flexible work arrangements such as home-based telework, which preferabely gives employees ''the opportunity to adjust the when, where, and how of work,'' are gaining popularity as employee benefits. They found that short supply of trained talent in the Indian IT industry, which faces tough competition in generating revenue from off shoring the businesses characterized with intensified work,

employee opposition to the intensified work is of strategic import. When encountering this challenge, managers offered telework to reduce the opposition. This strategy drew effectiveness from the discursive construction of telework as an employee benefit that outweighed the attendant cost—intensified work. Whereas the extant studies consider work intensification as an unanticipated outcome of using Flexible Work Arrangements, we show how firms may use Flexible Work Arrangements strategically to get office-based intensified work accomplished at home.

Article by the authors Sumita Raghuram and Batia Wiesenfeld in this paper titled Work-Nonwork Conflict And Job Stress Among Virtual Workers, India 2004, they stated that Job stress is a subject of great interest to researchers and practitioners because of its many negative implications. Job stress has been defined as employees' experience of characteristics of the job environment. Virtual work may conversely increase job stress by eliminating the boundaries that separate work and non-work domains. Without such boundaries, work interference in nonwork or nonwork interference in work may occur more frequently. When employees work out of a fixed location, physical boundaries and standardized work hours naturally separate or segment work and non-work domains. They found that we find some preliminary evidence suggesting that virtual work is negatively related to work-nonwork conflict and job stress. We identify the work factors and individual factors associated with work-non-work conflict and find that these associations are moderated by the extent of virtual work.

Foreign Articles

Article by the authors Bahar Kayaa , Osman M. Karatepe in this paper titled Attitudinal and behavioral outcomes of work-life balance among hotel employees: The mediating role of psychological contract breach Turkey 2020, they stated that theory of role balance, social justice and conservation of resources theories, this study proposes a research model where psychological contract breach mediates the influence of work-life balance on propensity to leave work early , propensity to be late for work, task performance, and voice behavior. They found that disclose that Work life balance reduces employees' perceptions of psychological contract breach, propensity to leave work early and propensity to be late for work and fosters task performance and voice

behavior. On the other hand, psychological contract breach heightens propensity to leave work early and propensity to be late for work and erodes task performance and voice behavior. The findings further demonstrate that psychological contract breach is a partial mediator in the aforementioned relationships.

Article by the authors Nick Cliftona, Anita Füzib, Gareth Loudona in this paper titled Coworking in the digital economy: Context, motivations, and outcomes UK 2019, they stated that the number of self-employed, freelancers, and remote workers has risen steadily; simultaneously a range of collaborative shared workspaces – coworking spaces – has emerged rapidly in which these individuals 'work alone together'. Existing research is engaged towards the community aspect of coworking, treated largely as an end in itself and investigated by qualitative approaches only. We argue that this represents only a partial account of coworking. Thus in addressing the basic research question of why people who no longer need to work together apparently choose to do so, we delineate inputs, outputs and outcomes of coworking and investigate these quantitatively for the first time. Data was collected via a questionnaire survey of coworkers across two coworking spaces in South East Wales, UK. They found that coworkers report enhanced levels of innovation, despite this typically not being an explicit motivation. They discuss the potential limitations of the study, possible policy implications, and fruitful areas of further research such counterfactual surveys of those presently not using coworking spaces, multivariate and longitudinal methods to further explore the causal relationships between inputs, outputs and outcomes.

Article by the authors Colin J. Neill, Joanna F. DeFranco and Raghvinder S. Sangwan in this paper titled Improving collaborative learning in online software engineering education USA 2016, they stated that Team projects are commonplace in software engineering education. They address a key educational objective, provide students critical experience relevant to their future careers, allow instructors to set problems of greater scale and complexity than could be tackled individually, and are a vehicle for socially constructed learning. While all student teams experience challenges, those in fully online programmes must also deal with remote working, asynchronous coordination, and computermediated communications all of which contribute to greater

social distance between team members. We have developed a facilitation framework to aid team collaboration and have demonstrated its efficacy, in prior research, with respect to team performance and outcomes. Those studies indicated, however, that despite experiencing improved project outcomes, students working in effective software engineering teams did not experience significantly improved individual achievement. To address this deficiency we implemented theoretically grounded refinements to the collaboration model based upon peer-tutoring research.

Article by the authors Alan Felstead and Golo Henseke in this paper titled Assessing the growth of remote working and its consequences for effort, well-being and work-life balance 2017, they stated that this article critically assesses the assumption that more and more work is being detached from place and that this is a 'winwin' for both employers and employees. Based on an analysis of official labour market data, it finds that only one-third of the increase in remote working can be explained by compositional factors such as movement to the knowledge economy, the growth in flexible employment and organisational responses to the changing demographic make-up of the employed labour force. This suggests that the detachment of work from place is a growing trend. This article also shows that while remote working is associated with higher organisational commitment, job satisfaction and job-related well-being, these benefits come at the cost of work intensification and a greater inability to switch off.

Article by the authors Lilian M. De Menezes And Clare Kelliher In This Paper Titled Flexible Working, Individual Performance, And Employee Attitudes: Comparing Formal And Informal Arrangements. They stated that a wider trend to individualize human resource management, this article examines the relationship between flexible working arrangements and individual performance. Drawing on a range of theories, this article also examines potential indirect effects on employee performance via job satisfaction and organizational commitment and analyzes whether these relationships vary according to whether the arrangement was set up through a formal process or negotiated informally between the employee and his or her line manager. Extant research has tended to focus on formal arrangements, however, informal arrangements are widespread and may better accommodate work-life preferences, thereby potentially

fostering more positive attitudes from employees. Survey data from 2,617 employees in four large organizations with well-established flexible working policies are analyzed. Results from structural equation models show average positive indirect effects from informal flexible working, but also negative direct effects from formal flexible working. When two forms of flexible working amenable to being set up by both formal and informal means are examined separately, formal arrangements for flexibility over working hours are found to be negatively associated with performance, but also a source of greater job satisfaction; informal remote working arrangements have positive indirect effects via organizational commitment and job satisfaction on worker performance.

Article by the authors Almuth McDowall in this paper titled The new nowhere land? A research and practice agenda for the "always on" culture UK 2017, they stated that Rapid developments in the field of information communication technology mean that e-working has become increasingly common and prolonged – the "always-on-culture" potential to enhance work-life balance via increased flexibility in terms of time and location, as well as posing the risk of being "always on" has been identified with potentially serious implications for the health and performance of employees. The authors identify a research agenda as a starting point for reviewing current organisational practice. They found that r half of the organisations sampled do not have clear policies, guidance or training in place regarding work-life balance and supporting employees with regards to technology enabled working and communications. The authors identify as key challenges the sheer volume of e-mail traffic, lack of training and infrastructure to support ICT-enabled working and an absence of appropriate support.

Article by the authors Yueng-Hsiang Huanga, Dov Zohar Michelle M. Robertsona, Angela Garabet, Lauren A. Murphya, Jin Lee. In this paper titled Development and validation of safety climate scales for mobile remote workers using utility/electrical workers as exemplar Hopkinton 2013, they stated that the objective of this study was to develop and test the reliability and validity of a new scale designed for measuring safety climate among mobile remote workers, using utility/electrical workers as exemplar. The new scale employs perceived safety priority as the metric of safety climate and a multilevel framework, separating the measurement of organization- and group-level

safety climate items into two sub-scales. The question of the emergence of shared perceptions among remote workers was also examined. They found that A valid and reliable instrument to measure the essential elements of safety climate for utility/electrical workers in the remote working situation has been introduced. The scale can provide an in-depth understanding of safety climate based on its key dimensions and show where improvements can be made at both group and organization levels. It may also offer a valuable starting point for future safety interventions.

Article by the authors Mark Thorley in this paper titled The rise of the remote mix engineer: technology, expertise, star UK 2019, they stated that Emerging technology is facilitating collaboration and peer-production across a wide variety of industries. This kind of industry is one of the example of this is in the use of a remote mix engineer – contracted to work on a recording made by another engineer in a different location and time domain because of the value in their specialised expertise. This article examines the rise of the remote mix engineer in the contemporary music industry. It does this by examining the technology, methods of working, expertise and the concept of stardom using two contrasting examples – one a world-renowned mix engineer with several decades of experience and a high profile client list, the other being a younger and less experienced mix engineer with a different range of clients.

Article of the authers Zhiming Cheng & Denise Mary Jepsen & Ben Zhe Wang this paper titled A Dynamic Analysis of Informal Elder Caregiving and Employee Wellbeing Australia 2018, they stated the relationship between eldercare and employee subjective wellbeing. Employing a dynamic analysis of national panel data over ten waves in Australia, the study examines the intertemporal effects of lagged and current eldercare on subjective wellbeing, including general life and job satisfaction, satisfaction with free time, employment opportunities, work-life balance, job security, pay, and work hours. The amount of eldercare provided by informal carers is sometimes determined by the level of financial and community support available at the macro level, reflecting a country's welfare system. They found that the effects are statistically significant, eldercare provision tends to have a positive impact on employees' subjective wellbeing, while eldercare intensity, as measured by the number of caring hours, has a negative

impact. Our results also suggest the effects are heterogeneous across genders, part-time and full-time workers, and blue collar and white-collar occupations.

STATEMENT OF RESEARCH PROBLEM

The review of literature shows that so far, many studies have been undertaken about various aspects of remote working and work life balance of IT companies and other companies which promotes remote working. Many studies have been undertaken in India as well as in foreign countries.

From the literature it shows that many companies were providing remote working to take care of their dependents and some of companies were providing remote working for travelling constraint and to meet personal commitments as part of csr policies. From the literature it discloses that by providing remote working the employees will be more enthusiastic in working from home which also provides the contribution to safeguard their health and meet the employees personal commitments, few researchers explained about need of infrastructure, taking care of dependents, mother hood. Some researchers had explored with advantages and disadvantages of remote working, need of remote working. So, the present study aims at filling this research gap and makes an attempt to study of remote working with personal commitments of Bangalore IT companies.

SCOPE OF THE STUDY

Remote working basically go by various levels they work as by designated positions, like for certain positions or levels they offer one day or three days in week, it was in the early stage when concept had emerged but now certain designated positions will get completely the option of work from home. This study helps in knowing from which level the option can be availed and helps to find how well the employees utilize the remote working.

NEED FOR THE PRESENT STUDY:

Remote working plays an important role in the companies now a days, where it provides more contribution to the organization in reduction of cost factor. In the same way it also contributes to manage their personal life of employees. With the busy traffic the employees in the cities hesitate to travel in the busy roads, even remote working helps

the employees to sit and work in home country and he can render the service to other nations too. Where it helps to manage his dependents like parents, spouse and it also helps the female employees at the time of motherhood. This study helps to understand the problems and challenges of faced by the IT employees and the cope up with personal life commitments and the balancing of their work life.

OBJECTIVES OF THE RESEARCH

1. To analyze the work satisfaction level in remote working.
2. To identify the problem and challenges faced in remote working.
3. To study whether remote working is useful to concentrate to manage the personal life
4. To check whether travelling time can be saved and utilized to remote work.
5. To know that remote working helps to maintain good health.

METHODOLOGY

The study will be undertaken in IT Companies of Bangalore District of Karnataka State in India for an in-depth analysis of issues related remote working and their work life behavior. To investigate the above objectives the study will be based on primary data and as well as secondary data which will be supported by other analytical and empirical studies concerning the topic primary data will be enumerated from field survey works among the sample population selected for the study. For collection of primary data, structured questionnaire will be prepared and personal interview method will be followed. The secondary data for the analysis would be collected from various journals, magazines, documents.

LIMITATIONS

Basically, this study is restricted only to IT companies of Bangalore District of Karnataka State. The research study has its own limitation like time, financial resources and availability of the primary and secondary data. Despite the limitations listed above, sincere and honest efforts will be put into make the study systematic and effective.

CHAPTER SCHEME

The research study titled "**Impact of Remote Working on Work Life Balance of Employees- A study of Selected Information Technology Companies in Bangaluru City"**

Chapter wise separation as detailed below.

CHAPTER – I : **INTRODUCTION**

Presents an overview of the subject matter of the research study by clearly detailing the conceptual framework, need for the present study, research questions, objectives. In addition, methods - sources and methods used for data collection, tools of analysis, scope and limitations of the present study, and chapter scheme will be given in this chapter.

CHAPTER – II : **REVIEW OF LITERATURE**

It provides a base for present study, which helps the know previous studies they done and it will help to find research gap through the detailed study.

CHAPTER– III : **CONCEPTUAL FRAMEWORK**

Provides a critical discussion about the working pattern in remote working, and it discusses with their personal commitment in remote working employees of IT industry employees in Bangalore district of Karnataka in India.

CHAPTER – IV : **DATA ANALYSIS AND INTERPRETATION**

The collected data from both the primary and secondary sources will be compiled and presented in the form of tables and charts making the presentation of the study results impressive. In order to give quantitative touch to the empirical data with relevant statistical

techniques would be used to in the study.

CHAPTER-V : **SUMMARY AND CONCLUSION**

It showcases the summary of the research results and described in earlier Chapters and provides the summarized information to the topic. Finally, the Chapter concludes by providing the directions for further research in this field of study.

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